

New Federal Military Family Leave

Eligibility

Employee must be employed 12 months, which need not be continuous and worked a minimum of 1,250 hours during the previous 12 months. Employer must count all service, unless it was more than 7 years ago, except if the break was due to National Guard or Reserve duty or a written agreement exists where the employer intends to rehire employee after break in service.

Military Caregiver Leave

Eligible employees may take up to 26 work weeks of unpaid time during a rolling 12-month period to care for a covered service member with a serious illness or injury incurred in the line of duty. Next of kin may qualify as caregivers.

Exigency Leave

Eligible employees may use 12 unpaid work weeks of normal FMLA leave for “any qualifying exigency” arising from a member of the National Guard or Reserves called to active duty or on active duty.

Substitution of Paid Leave for Federal Military Family Leave

City employees may not substitute paid sick leave for Federal Military Family Leave. Other forms of accrued paid leave, however, such as vacation and compensatory time, may be substituted for Federal Military Family Leave.